

From: Salemi, Charles (DPH) <Charles.Salemi@MassMail.State.MA.US>
Sent: Friday, January 6, 2012 11:21 AM
To: Nassif, Julianne (DPH) <Julianne.Nassif@MassMail.State.MA.US>
Subject: RE: unilateral updating of chemist's cv's

Julie, Apparently some people are concerned that ASD has some functions on her CV that she is no longer responsible for. Example QA/QC oversight and instrument repair. I can have everyone file updated CV's if this is a problem. I will be here Monday for the tech review meeting but I will be out of the Laboratory next Tuesday. CBS

From: Nassif, Julianne (DPH)
Sent: Thursday, January 05, 2012 12:28 PM
To: Salemi, Charles (DPH)
Subject: RE: unilateral updating of chemist's cv's

Why does Michael think that he should have the authority to "approve" other chemist's CVs?

From: Salemi, Charles (DPH)
Sent: Thursday, January 05, 2012 11:31 AM
To: Nassif, Julianne (DPH)
Subject: FW: unilateral updating of chemist's cv's

Julie, I think some chemists believe other chemists are embellishing their resumes. I don't know what chemists are sending out. See below. CBS

From: Lawler, Michael (DPH)
Sent: Saturday, December 17, 2011 7:46 AM
To: Nassif, Julianne (DPH); Salemi, Charles (DPH); O'Brien, Elisabeth (DPH); Saunders, Della (DPH); Piro, Peter (DPH)
Subject: unilateral updating of chemist's cv's

It has come to my attention that some chemists are "updating" their cv's for court use, on their own volition, without review. Any such "update" should be subject to supervisor review and perhaps even peer review throughout the lab before being disseminated. The laboratory cv is not a personal resume. It is a device which supports the credibility of the laboratory as a whole before the courts of Massachusetts. The laboratory should control its content.

The distribution of duties and perceived roles continues to be a morale issue in the lab. On the whole, this group is using cv's which are several years old and should be reviewed and revised as necessary. Just as importantly, we all need to be aware of each others status, as we present the lab operations before the Courts and on occasion have to speak for and support each other.

I suggest we review the cv. status of the chemists, update the cv's appropriately and use the authorized revisions exclusively for distribution in the discovery packages. This immediate action may slow the eroding morale of this unit.